

# Ordinance 2015-03

*BOROUGH OF HIGHTSTOWN  
COUNTY OF MERCER  
STATE OF NEW JERSEY*

## AN ORDINANCE TO ESTABLISH POLICE SALARIES FOR THE YEARS 2015, 2016, 2017, AND 2018.

**BE IT ORDAINED** by the Mayor and Council of the Borough of Hightstown, in the County of Mercer and State of New Jersey, as follows:

### SECTION 1.

A. Base “A” salaries shall be as follows:

classification	2015	2016	2017	2018
academy	42,000.00	42,000.00		
Probationary	45,000.00	45,000.00	45,000.00	45,000.00
patrolman	51,000.00	51,000.00	51,000.00	51,000.00
2 years	57,000.00	57,000.00	57,000.00	57,000.00
3 years	63,000.00	63,000.00	63,000.00	63,000.00
4 years	69,500.00	69,500.00	69,500.00	69,500.00
5 years	76,000.00	76,000.00	76,000.00	76,000.00
6 years	82,000.00	82,000.00	82,000.00	82,000.00
7 years	88,000.00	88,000.00	88,000.00	88,000.00
8 years	91,469.00	91,469.00	91,469.00	91,469.00
9 years	93,298.00	95,164.00	95,164.00	95,164.00
10 years			97,067.00	99,009.00
Sergeants	100,606.00	101,612.00	103,644.00	105,717.00
Lieutenants	117,000.00	117,000.00	119,150.00	120,342.00

B. Base salaries for employees hired from January 1, 2015 through December 31, 2018 shall be as follows:

1. Classification – Academy - \$42,000.00
2. Patrolman, once they are hired and the probationary period is complete, shall be entitled to the contractual wage increases as required by the 2015-2018 collective bargaining agreement between FOP and the Borough of Hightstown.

### SECTION 2. Formula for Salary Computation.

A. Police officers’ salaries shall be computed in accordance with the following formula:

Base “A” + longevity = Base “B”  
 Base “B” divided by 2080 = Hourly rate for holiday pay  
 Holiday hourly rate x 104 holiday hours = Holiday adjustment value

Base "B" + Holiday adjustment value + College + Stipends = Base "C"  
Base "C" divided by 2080 = Current year's hourly pay rate

- B. Base "A" is set forth above  
Base "B" is **only** used to calculate Holiday Pay  
Base "C" is the current year's salary

**SECTION 3.** Longevity pay.

Effective January 1, 2015, each employee covered by this agreement shall, in addition to his regular wages and benefits, be paid longevity increments based upon years of service with the police department in accordance with the following schedule:

After 10 years of service	\$1,800.00
After 15 years of service	\$2,600.00
After 20 years of service	\$3,500.00
After 24 years of service	\$4,400.00

Any employee hired after 1/1/2015 shall not be eligible for longevity pay.

**SECTION 4.** Other pay.

A. The following stipends shall be paid:

1. Officers assigned to head the traffic bureau	\$750 per year
2. Detectives on call 24/7	\$2000 per year
3. Highest college of university degree obtained:	
a. Associates Degree in field of police science, public administration or criminal justice	\$150
b. Bachelor's Degree in field of police science, public administration or criminal justice	\$250
c. Master's Degree in field of police science, public administration or criminal justice	\$350
d. Doctorate in field of police science, public administration or criminal justice	\$450
4. Officer In Charge Pay (when designated by appropriate authority)	\$2.50/hour

**SECTION 5.** This Ordinance shall take effect after final passage and publication as provided by law, but the ranges of compensation herein provided shall be retroactive to January 1, 2015.

**SECTION 6.** The salary ranges established in this ordinance supersede any established for the same positions in previous salary ordinances, and will remain in effect until changed by the adoption of a new or amending Salary Ordinance.

Introduced:

Adopted:

**ATTEST:**

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Debra L. Sopronyi  
Borough Clerk

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Lawrence D. Quattrone  
Mayor